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ABSTRACT

This report presents results of the annual College and University Faculty Salary Policies Survey. The survey was sent to 1,603 public institutions of higher education in the 50 states and the District of Columbia, of which 1,404 responded for a response rate of 87.6%. Each year, the results of the survey provide information on faculty salary schedules as well as information on minimum and maximum scheduled salaries for each rank and/or preparation level. Among the findings for 2-year public institutions in 1989-90 are the following: (1) almost two-thirds (66 percent) base their salary schedules on academic preparation; (2) 34 percent base their salary schedules on faculty rank; (3) mean maximum salaries range from $21,032 for a bachelor's degree and $21,685 for an instructor to $27,091 for a doctor's degree and $32, 484 for a professor; and (4) mean maximum salaries range from $31,807 for a bachelor's degree and $31,467 for an instructor to $42,286 for a doctor's degree and $48,058 for a professor. For 4-year public institutions the findings include data showing that mean minimum salaries range from $19,801 for instructors to $35,351 for professors, and mean maximum salaries range from $32,227 for instructors to $65,086 for professors. Appendices contain the questionnaire used in the survey and a list of the responding institutions. (GLR)

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CONTENTS

Foreword 3

Highlights 5

Technical Notes 6

Definitions 7

Tables

1. Public Two-Year Institutions, Scheduled Minimum and Maximum Salaries, 9- and 10-Month Terms, by Enrollment and Preparation Level, 1989-90 9

2. Public Two-Year Institutions, Scheduled Minimum and Maximum Salaries, 12-Month Term, by Enrollment and Preparation Level, 1989-90 10

3. Public Two-Year Institutions, Scheduled Minimum and Maximum Salaries, 9- and 10-Month Terms, by Enrollment and Faculty Rank, 1989-90 11

4. Public Two-Year Institutions, Scheduled Minimum and Maximum Salaries, 12-Month Term, by Enrollment and Faculty Rank, 1989-90 12

5. Public Four-Year and Higher-Degree-Granting Institutions, Scheduled Minimum Salaries, 9- and 10-Month Terms, by Enrollment and Faculty Rank, 1989-90 13

6. Public Four-Year and Higher-Degree-Granting Institutions, Scheduled Maximum Salaries, 9- and 10-Month Terms, by Enrollment and Faculty Rank, 1989-90 14

7. Public Four-Year and Higher-Degree-Granting Institutions, Scheduled Minimum Salaries, 9- and 10-Month Terms, by Faculty Rank and Type of Institution, 1989-90 15

8. Public Four-Year and Higher-Degree-Granting Institutions, Scheduled Maximum Salaries, 9- and 10-Month Terms, by Faculty Rank and Type of Institution, 1989-90 16

Appendix A, 1989-90 College and University Faculty Salary Policies Survey 17

Appendix B, Total Responding Institutions 19

FOREWORD

This report presents results of the annual College and University Faculty Salary Policies Survey, a copy of which is located in Appendix A of this report. The survey is sent to the 1,603 public institutions of higher education in the 50 states and the District of Columbia. The results of this survey provide information on faculty salary *schedules*. Although the scheduled salaries are not an indicator of the average levels of faculty salaries *actually paid*, the statistics do provide a review of the status of institutional salary policies.

Information on minimum and maximum scheduled salaries for each rank and/or preparation level is included in this report. The ability to compare scheduled salaries at one institution with a group of similar institutions may be useful to NEA affiliates in negotiating salary policies, to legislatures as they consider appropriations for institutions of higher education, and to the higher education community in long-range planning.

NEA Research extends appreciation to all those institutions who responded to the 1989-90 College and University Faculty Salary Policies Survey. Separate listings for two-year and four-year responding institutions are located in Appendix B at the end of this report.

Questions should be directed to Al Perez of the Research Division of the National Education Association at (202) 822-7411.

January 1991

HIGHLIGHTS

The highlights below and the tables that follow are based on salary schedules from 897 public institutions of higher education; 694 of these are two-year institutions, and 203 are four-year institutions.

For two-year public institutions

o Almost two-thirds (66%) base their salary schedules on academic preparation.

o Slightly more than one-third (34%) base their salary schedules on faculty rank.

o *Mean minimum* salaries range from $21,032 for a bachelor's degree and $21,685 for an instructor to $27,091 for a doctor's degree and $32,484 for a professor.

o *Mean maximum* salaries range from $31,807 for a bachelor's degree and $31,467 for an instructor to $42,836 for a doctor's degree and $48,058 for a professor.

For four-year public institutions

o Slightly more than 97 percent base their salary schedules on faculty rank. (The six four-year institutions reporting salary schedules based on academic preparation are omitted from the tables.)

o *Mean minimum* salaries range from $19,801 for instructors to $35,351 for professors.

o *Mean maximum* salaries range from $32,227 for instructors to $65,086 for professors.

TECHNICAL NOTES

This survey was sent to the 1,603 public institutions of higher education in the 50 states and the District of Columbia that are listed in the *Education Directory, Colleges and Universities*. Of these, 1,404 institutions responded to the survey, for a 87.6 percent response rate. More detailed information about the response rate is shown below.

Population Size and Response Rate

Population size	
Two-year institutions, total number	1,031
Four-year institutions, total number	572
Total number of questionnaires mailed	1,603
Returned questionnaires	
Returns from two-year institutions	895
Returns from four-year institutions	509
Total number of questionnaires returned	1,404
Response rate	
Response rate from two-year institutions	86.8%
Response rate from four-year institutions	89.0%
Total response rate	87.6%

As noted above, 1,404 institutions returned questionnaires. Data for 897 institutions *are included* in this report. These 897 institutions include the following:

- o 768 institutions that reported either complete salary schedules or minimum *and* maximum scheduled salaries.
- o 129 institutions that reported either minimum *or* maximum scheduled salaries.

Of the 1,404 questionnaires returned, data for 508 institutions *are excluded* from this report for the following reasons:

- o Data from 17 institutions that base salary schedules on criteria other than rank or preparation have been excluded.
- o Data from 6 four-year institutions that reported salary schedules based on academic preparation are not included.
- o Data are not included from 485 institutions that reported neither a salary schedule nor minimum/maximum scheduled salary ranges.

The unit of analysis is the institution or each campus of institutions having more than one campus listed in the *Education Directory*. Therefore, the statistics about scheduled salaries are not weighted by numbers of faculty involved. Summary statistics are provided for institutions grouped by their type and enrollment in order to allow users an opportunity to assess salary conditions in similar institutions.

Full-time faculty salary schedules in effect for 1989-90 are summarized in this report. The scheduled minimum and maximum salaries for full-time faculty having a given rank or academic preparation level are reviewed, and the salary schedule highs, lows, and medians are summarized.

DEFINITIONS

Salary schedule as defined in the survey questionnaire is "an officially adopted policy that designates minimum and maximum salaries for each rank, and that may also designate the number and amounts of salary increments for faculty members at each rank."

Minimum scheduled salary - The beginning salary or the salary of the first entry in a salary lane for faculty having a given level of academic preparation or faculty rank.

Maximum scheduled salary - The salary listed for the final regular increment in a given faculty rank or preparation level, or the top salary the institution reports it will pay to regular faculty in a given rank or preparation level who do not qualify for special merit, longevity, extended service, and/or distinguished status.

The following are the defined categories of classification provided by the Center of Education Statistics along with the description of the institutions within them:

Four-year institutions:

- **Doctorate-Granting Institutions** - Institutions that grant a minimum of 30 doctoral-level degrees in three or more doctoral-level program areas or an interdisciplinary program at the doctorate level.

- **Comprehensive Institutions** - Institutions that have a diverse post-baccalaureate program but the number of doctoral-level degrees grantees is fewer than 30 or in fewer than three doctoral level programs. Also, these institutions grant a minimum of 30 post-baccalaureate degrees either in three or more post-baccalaureate programs or an interdisciplinary program at the post-baccalaureate level.

- **General Baccalaureate Institutions** - Institutions that have a primary emphasis upon undergraduate baccalaureate education. These institutions either grant baccalaureate degrees in three or more baccalaureate programs or offer a baccalaureate program in interdisciplinary studies. Also, more than 75 percent of the degrees awarded are at the baccalaureate level or above.

o **Professional and Specialized Institutions** - Baccalaureate or post-baccalaureate institutions that have a programmatic emphasis in one area, usually a professional field. They grant over 60 percent of their degrees in one field or grant degrees in fewer than five baccalaureate programs. Subclassifications of their grouping include the following: Divinity, medical, other health, engineering, business and management, art-music-design, law, education, U.S. service schools, and other specialized or professional schools.

Two-year institutions:

o Institutions that confer at least 75 percent of their degrees and awards for work below the baccalaureate level.

TABLE 1.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND PREPARATION LEVEL
1989-90

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 9- AND 10-MONTH TERMS			
		MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
MINIMUM SALARIES					
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	27	$18,654	$18,476	$15,040	$24,595
ENROLLMENT 1,000-1,999	62	19,295	18,529	14,310	31,165
ENROLLMENT 2,000 AND OVER .	219	21,817	21,700	13,848	29,510
TOTAL	308	21,032	21,020	13,848	31,165
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	26	20,488	19,235	17,000	28,350
ENROLLMENT 1,000-1,999	64	20,967	19,716	15,900	27,287
ENROLLMENT 2,000 AND OVER .	263	23,761	24,000	14,861	31,986
TOTAL	353	23,014	23,244	14,861	31,986
SIX YEARS					
ENROLLMENT UNDER 1,000	22	22,383	21,229	17,674	32,422
ENROLLMENT 1,000-1,999	47	22,511	21,656	16,587	29,743
ENROLLMENT 2,000 AND OVER .	196	25,535	25,714	16,000	34,119
TOTAL	265	24,737	25,000	16,000	34,119
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	25	23,482	21,990	18,710	35,083
ENROLLMENT 1,000-1,999	53	24,091	23,563	18,923	34,671
ENROLLMENT 2,000 AND OVER .	242	28,120	28,134	17,042	39,636
TOTAL	320	27,091	27,205	17,042	39,636
MAXIMUM SALARIES					
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	26	26,134	23,865	18,840	37,286
ENROLLMENT 1,000-1,999	57	28,505	28,527	21,465	41,270
ENROLLMENT 2,000 AND OVER .	200	33,485	33,260	21,115	49,450
TOTAL	283	31,807	32,094	18,840	49,450
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	25	30,492	28,400	21,000	43,861
ENROLLMENT 1,000-1,999	60	32,589	31,728	24,958	44,626
ENROLLMENT 2,000 AND OVER .	246	37,392	38,100	24,575	51,024
TOTAL	331	36,000	36,960	21,000	51,024
SIX YEARS					
ENROLLMENT UNDER 1,000	22	33,473	32,151	23,000	50,395
ENROLLMENT 1,000-1,999	44	35,454	34,951	25,695	48,324
ENROLLMENT 2,000 AND OVER .	186	40,394	40,530	25,521	54,662
TOTAL	252	38,927	39,207	23,000	54,662
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	24	35,335	34,570	23,995	51,646
ENROLLMENT 1,000-1,999	51	37,846	38,031	26,460	52,328
ENROLLMENT 2,000 AND OVER .	233	44,701	44,100	27,411	64,991
TOTAL	308	42,836	42,729	23,995	64,991

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TABLE 2.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
12-MONTH TERM
BY ENROLLMENT AND PREPARATION LEVEL
1989-90

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 12-MONTH TERM			
		MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
		MINIMUM SALARIES			
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	9	$21,312	$20,475	$17,650	$29,976
ENROLLMENT 1,000-1,999	14	19,290	18,170	17,650	22,390
ENROLLMENT 2,000 AND OVER .	47	22,296	21,955	17,650	29,388
TOTAL	70	21,568	21,955	17,650	29,976
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	6	25,344	23,634	20,641	31,020
ENROLLMENT 1,000-1,999	8	22,538	22,537	20,517	24,285
ENROLLMENT 2,000 AND OVER .	42	26,602	27,720	19,100	32,148
TOTAL	56	25,887	25,867	19,100	32,148
SIX YEARS					
ENROLLMENT UNDER 1,000	4	24,036	23,221	21,379	28,324
ENROLLMENT 1,000-1,999	6	24,502	24,803	21,192	27,396
ENROLLMENT 2,000 AND OVER .	30	32,012	35,540	21,820	35,919
TOTAL	40	30,088	30,396	21,192	35,919
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	6	29,139	27,439	22,116	38,904
ENROLLMENT 1,000-1,999	6	25,341	25,977	21,867	27,247
ENROLLMENT 2,000 AND OVER .	34	35,346	34,392	23,171	42,902
TOTAL	46	33,232	32,600	21,867	42,902
		MAXIMUM SALARIES			
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	5	33,744	36,283	25,389	36,936
ENROLLMENT 1,000-1,999	7	33,102	32,316	27,688	40,330
ENROLLMENT 2,000 AND OVER .	38	32,942	31,763	27,940	45,137
TOTAL	50	33,044	32,104	25,389	45,137
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	5	38,426	42,480	27,027	42,989
ENROLLMENT 1,000-1,999	8	36,770	35,798	32,769	42,180
ENROLLMENT 2,000 AND OVER .	38	38,168	35,486	29,784	48,576
TOTAL	51	37,974	36,050	27,027	48,576
SIX YEARS					
ENROLLMENT UNDER 1,000	3	37,643	38,482	28,665	45,783
ENROLLMENT 1,000-1,999	6	40,045	40,381	33,506	44,030
ENROLLMENT 2,000 AND OVER .	29	43,447	41,904	34,430	53,172
TOTAL	38	42,451	41,904	28,665	53,172
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	8	46,821	48,943	29,484	53,280
ENROLLMENT 1,000-1,999	13	45,083	48,943	34,243	48,943
ENROLLMENT 2,000 AND OVER .	38	48,023	48,887	35,297	56,520
TOTAL	59	47,213	48,887	29,484	56,520

TABLE 3.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND FACULTY RANK
1989-90

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 9- AND 10-MONTH TERMS MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
		MINIMUM SALARIES			
INSTRUCTOR					
ENROLLMENT UNDER 1,000	17	$21,299	$19,929	$12,200	$28,405
ENROLLMENT 1,000-1,999	30	21,074	21,188	14,900	28,405
ENROLLMENT 2,000 AND OVER .	137	21,866	21,753	12,864	27,861
TOTAL	184	21,685	21,188	12,200	28,405
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	17	24,850	23,000	16,100	33,287
ENROLLMENT 1,000-1,999	32	23,892	23,227	16,100	33,287
ENROLLMENT 2,000 AND OVER .	138	24,828	25,105	15,952	34,530
TOTAL	187	24,670	24,355	15,952	34,530
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	17	29,387	29,724	20,600	38,814
ENROLLMENT 1,000-1,999	31	27,253	25,625	17,600	38,814
ENROLLMENT 2,000 AND OVER .	138	28,410	29,096	18,637	39,545
TOTAL	186	28,307	28,571	17,600	39,545
PROFESSOR					
ENROLLMENT UNDER 1,000	17	34,237	33,154	24,600	44,336
ENROLLMENT 1,000-1,999	31	31,374	29,130	20,100	44,336
ENROLLMENT 2,000 AND OVER .	137	32,518	33,112	20,826	44,370
TOTAL	185	32,484	33,024	20,100	44,370
		MAXIMUM SALARIES			
INSTRUCTOR					
ENROLLMENT UNDER 1,000	12	31,269	28,789	24,531	39,728
ENROLLMENT 1,000-1,999	24	29,032	28,598	24,531	39,728
ENROLLMENT 2,000 AND OVER .	120	31,973	32,011	18,841	54,095
TOTAL	156	31,467	31,196	18,841	54,095
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	12	34,709	32,260	26,676	44,516
ENROLLMENT 1,000-1,999	26	33,600	31,025	26,676	44,516
ENROLLMENT 2,000 AND OVER .	124	38,082	37,532	26,130	59,019
TOTAL	162	37,113	36,584	26,130	59,019
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	12	39,336	35,770	28,996	52,551
ENROLLMENT 1,000-1,999	25	37,137	35,902	28,996	52,551
ENROLLMENT 2,000 AND OVER .	124	43,546	43,001	31,701	64,768
TOTAL	161	42,237	41,157	28,996	64,768
PROFESSOR					
ENROLLMENT UNDER 1,000	12	43,885	39,198	33,247	58,320
ENROLLMENT 1,000-1,999	25	41,260	40,749	33,247	58,320
ENROLLMENT 2,000 AND OVER .	122	49,861	48,882	32,161	81,624
TOTAL	159	48,058	46,070	32,161	81,624

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TABLE 4.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
12-MONTH TERM
BY ENROLLMENT AND FACULTY RANK
1989-90

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 12-MONTH TERM			
		MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
		MINIMUM SALARIES			
INSTRUCTOR					
ENROLLMENT UNDER 1,000	15	$24,900	$25,059	$22,668	$25,059
ENROLLMENT 1,000-1,999	6	22,576	25,059	15,000	25,488
ENROLLMENT 2,000 AND OVER .	15	26,248	26,260	22,005	36,337
TOTAL	36	25,074	25,059	15,000	36,337
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	14	27,727	27,727	27,727	27,727
ENROLLMENT 1,000-1,999	5	24,308	27,727	17,000	27,727
ENROLLMENT 2,000 AND OVER .	13	29,120	28,630	25,784	39,835
TOTAL	32	27,759	27,727	17,000	39,835
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	14	30,394	30,394	30,394	30,394
ENROLLMENT 1,000-1,999	5	26,639	30,394	19,000	30,394
ENROLLMENT 2,000 AND OVER .	13	35,473	37,308	28,067	44,760
TOTAL	32	31,871	30,394	19,000	44,760
PROFESSOR					
ENROLLMENT UNDER 1,000	14	36,797	36,733	36,733	37,633
ENROLLMENT 1,000-1,999	5	31,191	36,733	21,000	36,733
ENROLLMENT 2,000 AND OVER .	13	43,530	46,310	33,049	52,426
TOTAL	32	38,656	36,733	21,000	52,426
		MAXIMUM SALARIES			
INSTRUCTOR					
ENROLLMENT UNDER 1,000	15	34,886	34,759	34,759	36,660
ENROLLMENT 1,000-1,999	6	30,448	32,632	23,759	34,908
ENROLLMENT 2,000 AND OVER .	14	38,752	39,080	30,713	46,889
TOTAL	35	35,671	34,759	23,759	46,889
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	14	37,427	37,427	37,427	37,427
ENROLLMENT 1,000-1,999	5	34,611	37,427	26,000	37,427
ENROLLMENT 2,000 AND OVER .	13	46,412	49,026	37,427	52,736
TOTAL	32	40,637	37,427	26,000	52,736
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	14	40,094	40,094	40,094	40,094
ENROLLMENT 1,000-1,999	5	37,535	40,094	28,000	40,094
ENROLLMENT 2,000 AND OVER .	13	54,300	58,129	40,094	59,402
TOTAL	32	45,465	40,094	28,000	59,402
PROFESSOR					
ENROLLMENT UNDER 1,000	14	47,403	47,403	47,403	47,403
ENROLLMENT 1,000-1,999	5	43,314	47,403	30,000	47,403
ENROLLMENT 2,000 AND OVER .	13	64,495	70,110	47,403	70,110
TOTAL	32	53,708	47,403	30,000	70,110

TABLE 5.
PUBLIC FOUR-YEAR AND HIGHER-DEGREE-GRANTING INSTITUTIONS
SCHEDULED MINIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND FACULTY RANK
1989-90

RANK AND ITEM	ENROLLMENT: LESS THAN 5,000	5,000 TO 9,999	10,000 OR MORE	TOTAL
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	55	43	40	138
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	$19,449	$20,511	$19,522	$19,801
MEDIAN	19,888	21,004	18,468	19,998
LOW	14,719	15,631	12,200	12,200
HIGH	25,000	28,000	27,708	28,000
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	58	45	49	152
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	23,657	24,919	24,715	24,372
MEDIAN	23,269	25,531	23,000	23,958
LOW	18,000	19,348	16,100	16,100
HIGH	33,900	33,900	33,900	33,900
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	58	45	49	152
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	28,225	29,863	30,081	29,308
MEDIAN	27,374	31,000	27,700	28,296
LOW	20,416	22,000	20,600	20,416
HIGH	40,400	40,400	40,400	40,400
PROFESSOR				
NUMBER OF INSTITUTIONS	58	45	49	152
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	33,519	36,230	36,713	35,351
MEDIAN	32,739	35,000	34,000	34,027
LOW	24,261	29,000	24,600	24,261
HIGH	48,500	48,500	48,500	48,500

TABLE 6.
PUBLIC FOUR-YEAR AND HIGHER-DEGREE-GRANTING INSTITUTIONS
SCHEDULED MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND FACULTY RANK
1989-90

RANK AND ITEM	ENROLLMENT: LESS THAN 5,000	5,000 TO 9,999	10,000 OR MORE	TOTAL
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	44	33	28	105
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	$31,726	$31,471	$33,907	$32,227
MEDIAN	32,582	31,663	34,220	32,016
LOW	18,841	19,348	21,880	18,841
HIGH	49,576	45,206	45,206	49,576
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	46	36	35	117
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	41,594	41,123	44,550	42,334
MEDIAN	42,600	38,494	42,700	42,700
LOW	25,674	25,232	28,194	25,232
HIGH	62,150	59,695	59,695	62,150
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	46	36	35	117
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	49,876	49,777	53,652	50,975
MEDIAN	49,631	46,795	53,100	51,816
LOW	28,800	30,158	29,944	28,800
HIGH	75,343	75,343	75,343	75,343
PROFESSOR				
NUMBER OF INSTITUTIONS	46	36	32	114
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	61,662	64,356	70,829	65,086
MEDIAN	61,413	56,876	75,524	61,483
LOW	30,750	42,568	31,405	30,750
HIGH	87,700	87,700	87,700	87,700

TABLE 7.
PUBLIC FOUR-YEAR AND HIGHER-DEGREE-GRANTING INSTITUTIONS
SCHEDULED MINIMUM SALARIES
9- AND 10-MONTH TERMS
BY FACULTY RANK AND TYPE OF INSTITUTION
1989-90

RANK AND ITEM	DOCTORATE GRANTING	COMPREHENSIVE	GENERAL BACCALAUREATE	PROFESSIONAL AND SPECIALIZED
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	17	76	35	10
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	$18,428	$20,241	$19,751	$18,965
MEDIAN	18,000	20,448	20,000	18,000
LOW	15,417	12,200	14,719	14,719
HIGH	23,000	28,000	24,719	23,000
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	27	76	35	14
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	25,866	24,170	23,413	24,987
MEDIAN	24,200	24,694	23,000	24,634
LOW	19,000	16,100	18,042	18,517
HIGH	33,900	33,000	28,500	33,900
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	27	76	35	14
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	31,640	29,071	27,487	30,650
MEDIAN	29,684	29,524	27,000	30,802
LOW	22,000	20,600	20,416	23,815
HIGH	40,400	38,112	35,500	40,400
PROFESSOR				
NUMBER OF INSTITUTIONS	27	76	35	14
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	38,552	35,230	32,682	36,513
MEDIAN	35,620	34,231	31,600	34,619
LOW	28,285	24,261	24,310	26,203
HIGH	48,500	48,168	42,500	48,500

TABLE 8.
PUBLIC FOUR-YEAR AND HIGHER-DEGREE-GRANTING INSTITUTIONS
SCHEDULED MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY FACULTY RANK AND TYPE OF INSTITUTION
1989-90

RANK AND ITEM	DOCTORATE GRANTING	COMPREHENSIVE	GENERAL BACCALAUREATE	PROFESSIONAL AND SPECIALIZED
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	10	60	27	8
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	$33,479	$32,435	$30,523	$34,857
MEDIAN	35,309	32,008	31,663	35,309
LOW	21,880	19,348	18,841	18,841
HIGH	45,206	46,060	45,206	49,576
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	18	61	27	11
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	45,200	42,025	38,700	48,270
MEDIAN	42,700	39,305	38,494	50,936
LOW	28,194	25,232	25,674	26,819
HIGH	59,695	59,695	59,695	62,150
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	18	61	27	11
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	55,246	50,344	46,749	57,858
MEDIAN	53,100	47,932	46,795	61,331
LOW	36,875	30,158	28,800	39,024
HIGH	75,343	75,343	75,343	75,343
PROFESSOR				
NUMBER OF INSTITUTIONS	17	59	27	11
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	79,691	63,167	55,865	75,437
MEDIAN	86,400	56,876	53,078	81,614
LOW	46,351	34,125	30,750	42,937
HIGH	87,700	86,400	86,400	87,700

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APPENDIX A

NATIONAL EDUCATION ASSOCIATION OF THE UNITED STATES
1201 Sixteenth Street, Northwest, Washington, D.C. 20036

Research **January 1990**

1989-90 College and University Faculty Salary Policies Survey

Please make any necessary corrections on the label below:

1. In many institutions, persons other than instructional faculty are defined as "faculty" within the institution's salary policy. Please mark the box for each group classified at your institution as faculty.

		Faculty			Faculty
1.	Librarians	1☐	6.	Athletic Coaches	6☐
2.	Student Counselors	2☐	7.	Lab school staff	7☐
3.	Financial Aid Counselors	3☐	8.	Physicians	8☐
4.	Research Assistants	4☐	9.	Assistant Deans	9☐
5.	Graduate Assistants	5☐	10.	Research Faculty	10☐

2. A Salary Schedule is defined as an officially adopted policy that designates minimum and maximum salaries for each rank or level of preparation, and that may also designate the number and amounts of salary increments for faculty members at each rank or level of preparation.

   a. Does your institution maintain an officially adopted salary schedule for full-time faculty?

   1☐ Yes (Please complete b. through f. below.)
   2☐ No (Skip to Question 3.)

   b. What is the term of your salary schedule for the majority of full-time faculty? (Check ONE.)

   1☐ 9-month
   2☐ 10-month
   3☐ 12-month

   c. What is the basis of your salary schedule? (Check ONE.)

   1☐ Based on rank (complete d. below)
   2☐ Based on preparation (complete e. below)
   3☐ Other basis

Please enter the minimum and maximum scheduled annual salary for each rank or level of preparation plus the total number of steps for each rank or level.

Full-Time Faculty Salary Schedule for 1989-90

	Minimum	Maximum	No. of Steps
d. Faculty Rank:			
Instructor	_____	_____	_____
Assistant Professor	_____	_____	_____
Associate Professor	_____	_____	_____
Professor	_____	_____	_____
	Minimum	**Maximum**	**No. of Steps**
e. Level of preparation:			
Bachelor's degree	_____	_____	_____
Master's degree	_____	_____	_____
Master's plus 30 hours	_____	_____	_____
Doctor's degree	_____	_____	_____

OVER . . .

f. Overall, have these actual scheduled amounts increased from 1988-89?

[1]❑ Yes [2]❑ No

3. Whether you have a formal salary schedule or not, are salaries at your institution determined fully or in part (within the available salary pool) by private negotiations between individual faculty and university administrators? (Please check ONE box.)

[1]❑ Yes, faculty salaries are determined entirely by private negotiations between faculty and administrators, within the boundaries of the available salary pool.

[2]❑ Yes, faculty salaries are determined partially by private negotiations between faculty and administrators, within the boundaries of the available salary pool.

[3]❑ No, private negotiations play no part in faculty salary determination.

4. Are faculty salaries determined on the basis of merit at your institution?

[1]❑ Yes, faculty salaries are determined entirely on the basis of merit.
[2]❑ Yes, faculty salaries are determined partially on the basis of merit.
[3]❑ No, faculty salaries are not determined on the basis of merit. (Go to question 5.)

IF YES:

a. Is the merit pay plan at your institution a formal (written) policy?

[1]❑ Yes [2]❑ No

b. IF SO, does this formal policy include criteria for determining merit?

[1]❑ Yes [2]❑ No

5. List any factors other than merit which are considered in the determination of individual faculty salaries.

_____

_____

6. Is your faculty organized for purposes of collective bargaining?

[1]❑ Yes [2]❑ No

7. Does your institution have a collective bargaining contract for the 1989-90 academic year for full-time faculty?

[1]❑ Yes [2]❑ No [3]❑ Negotiations are in progress

8. Please indicate the grand total of full-time plus part-time students enrolled for credit in your institution as of October 15, 1989. _____ number of students (Headcount).

Please return the following in the envelope provided:
1. The completed questionnaire, and
2. A copy of your 1989-90 salary schedule

TO:
NEA Research
1201 Sixteenth Street, N.W.
Washington, DC 20036-3290

Thank you for your assistance.

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APPENDIX B

TOTAL RESPONDING TWO-YEAR INSTITUTIONS

ABRAHAM BALDWIN AGRL C, GA
ADIRONDACK CC, NY
AIKEN TECHNICAL COLLEGE, SC
AIMS CC, CO
ALABAMA AVIATION AND TECH, AL
ALABAMA TECHNICAL COLLEGE, AL
ALAMANCE CC, NC
ALBUQUERQUE TECH-VOC INST, NM
ALEXANDER CITY ST JR COLL, AL
ALEXANDRIA TECH COLLEGE, MN
ALLAN HANCOCK COLLEGE, CA
ALPENA CC, MI
ALVIN CC, TX
AMARILLO COLLEGE, TX
AMERICAN RIVER COLLEGE, CA
ANGELINA COLLEGE, TX
ANNE ARUNDEL CC, MD
ANOKA-RAMSEY CC, MN
ANSON CC, NC
ANTELOPE VALLEY COLLEGE, CA
ARAPAHOE CC, CO
ARIZONA WESTERN COLLEGE, AZ
ARKANSAS ST U-BEEBE BR, AR
ARROWHEAD CC-HIBBING, MN
ASHEVL BNCMB TECH COLL, NC
ASHLAND CC, KY
ASNUNTUCK CC, CT
ATLANTA METROPOLITAN COLL, GA
ATLANTIC CC, NJ
AUSTIN CC, TX
AUSTIN COMMUNITY COLLEGE, MN
BAKERSFIELD COLLEGE, CA
BARSTOW COLLEGE, CA
BAY DE NOC CC, MI
BEE COUNTY COLLEGE, TX
BELLEVUE CC, WA
BELMONT TECHNICAL COLLEGE, OH
BERGEN CC, NJ
BERKSHIRE CC, MA
BESSEMER ST TECH COLL, AL
BIG BEND CC, WA
BISMARCK STATE COLLEGE, ND
BLACK HAWK C EAST CAMPUS, IL
BLACK HAWK C QUAD-CITIES, IL
BLACKHAWK TECH COLL, WI
BLADEN CC, NC
BLINN COLLEGE, TX
BLUE HILLS REG TECH INST, MA
BLUE MOUNTAIN CC, OR
BLUE RIDGE CC, NC
BLUE RIDGE CC, VA
BOSSIER PARISH CC, LA
BOWLING GRN ST U FIRELDS, OH
BRAINERD CC, MN
BRAZOSPORT COLLEGE, TX
BREWER STATE JR COLL, AL
BRISTOL CC, MA
BROOKDALE CC, NJ
BROOKHAVEN COLLEGE, TX
BROOME CC, NY
BROWARD CC, FL
BRUNSWICK CC, NC
BRUNSWICK COLLEGE, GA
BUCKS COUNTY CC, PA
BUNKER HILL CC, MA
BURLINGTON CC, NJ
BUTLER CO CC, KS
BUTTE COLLEGE, CA
CA FREDD ST TECH COLL, AL
CABRILLO COLLEGE, CA
CALDWELL CC AND TECH INST, NC
CAMDEN CC, NJ
CAPE COD CC, MA
CAPE FEAR CC, NC
CARL ALBERT JR COLLEGE, OK
CARL SANDBURG COLLEGE, IL
CARTERET CC, NC
CARVER STATE TECH COLL, AL
CASPER COLLEGE, WY
CATAWBA VALLEY CC, NC
CATONSVILLE CC, MD
CAYUGA CO CC, NY
CC ALLEGHENY CO CNTR-NOR, PA
CC ALLEGHENY COUNTY, PA
CC OF ALLEG CO BOYCE CAM, PA
CC OF ALLEG CO SOUTH CAM, PA
CC OF AURORA, CO
CC OF BALTIMORE, MD
CC OF BEAVER COUNTY, PA
CC OF DENVER, CO
CC OF PHILADELPHIA, PA
CC OF RHODE ISLAND, RI
CC OF THE AIR FORCE, AL
CC OF THE FINGER LAKES, NY
CC OF VERMONT, VT
CECIL CC, MD
CEDAR VALLEY COLLEGE, TX
CENTRAL CAROLINA CC, NC
CENTRAL CC - COLUMBUS, NE
CENTRAL CC - GRAND ISLE, NE
CENTRAL CC - HASTINGS, NE
CENTRAL FL CC, FL
CENTRAL ME TECH COLL, ME
CENTRAL OHIO TECH COLL, OH
CENTRAL OREGON CC, OR
CENTRAL PIEDMONT CC, NC
CENTRAL TEXAS COLLEGE, TX
CENTRAL VA CC, VA
CENTRAL WYOMING COLLEGE, WY
CENTRALIA COLLEGE, WA
CERRITOS COLLEGE, CA
CERRO COSO CC, CA
CHABOT COLLEGE, CA
CHAFFEY CC, CA
CHARLES CO CC, MD
CHATTAHOOCHEE TECH INST, GA
CHATTAHOOCHEE VALLEY CC, AL
CHATTANOOGA ST TECH CC, TN
CHAUNCEY SPARKS ST TECH C, AL
CHEMEKETA CC, OR
CHESAPEAKE COLLEGE, MD
CHESTERFLD-MARLBORO TECH, SC
CHIPOLA JUNIOR COLLEGE, FL
CHIPPEWA VALLEY TECH COLL, WI
CINCINNATI TECH COLLEGE, OH
CISCO JUNIOR COLLEGE, TX
CITRUS COLLEGE, CA
CITY C CHGO CITY-WIDE, IL
CITY C CHGO KENNEDY-KING, IL
CITY C CHGO OLIVE-HARVEY, IL
CITY C CHGO-DALEY C, IL
CITY C CHGO-H WASHINGTON, IL
CITY C CHGO-MALCOLM X, IL
CITY C CHGO-TRUMAN C, IL
CITY C CHGO-WRIGHT COLL, IL
CLACKAMAS CC, OR
CLARENDON COLLEGE, TX
CLARION U-PA VENANGO CAM, PA
CLARK CO CC, NV
CLARK COLLEGE, WA
CLARK STATE CC, OH
CLATSOP CC, OR
CLEVELAND ST CC, TN
CLINTON CC, IA
CLINTON CC, NY
CLOUD CO CC, KS
COASTAL CAROLINA CC, NC
COASTLINE CC, CA
COCHISE COLLEGE, AZ
COFFEYVILLE CC, KS
COLBY CC, KS
COLL OF LAKE COUNTY, IL
COLLEGE OF ALAMEDA, CA
COLLEGE OF DU PAGE, IL
COLLEGE OF EASTERN UTAH, UT
COLLEGE OF SOUTHERN IDAHO, ID
COLLEGE OF THE DESERT, CA
COLLEGE OF THE MAINLAND, TX
COLLEGE OF THE REDWOODS, CA
COLLEGE OF THE SEQUOIAS, CA
COLLEGE OF THE SYSKIYOUS, CA
COLO NORTHWESTERN CC, CO
COLUMBIA BASIN COLLEGE, WA
COLUMBIA STATE CC, TN
COLUMBIA-GREENE CC, NY
CONNORS STATE COLLEGE, OK
CONTRA COSTA COLLEGE, CA
COOKE COUNTY COLLEGE, TX
CORNING CC, NY
COSUMNES RIVER COLLEGE, CA
COUNTY COLLEGE OF MORRIS, NJ
COWLEY COUNTY CC, KS
CRAFTON HILLS COLLEGE, CA
CRAVEN CC, NC
CROWDER COLLEGE, MO
CUESTA CC, CA
CUMBERLAND CO COLL, NJ
CUNY BORO OF MNHTTN CC, NY
CUNY BRONX CC, NY
CUNY HOSTOS CC, NY
CUNY KINGSBOROUGH CC, NY
CUNY LA GUARDIA CC, NY
CUNY NEW YORK CITY TECH C, NY
CUNY QUEENSBOROUGH CC, NY
CUYAHOGA CC DISTRICT, OH
CYPRESS COLLEGE, CA
DABNEY S LANCASTER CC, VA
DALTON COLLEGE, GA
DANVILLE AREA CC, IL
DANVILLE CC, VA
DARTON COLLEGE, GA
DAWSON CC, MT
DE ANZA COLLEGE, CA
DEKALB COLLEGE, GA
DEKALB TECHNICAL INST, GA
DEL TECH & CC TERRY CAMP, DE
DEL TECH & CC-STHN CAMPUS, DE
DEL TECH CC STAN-WILMGTN, DE
DELAWARE CO CC, PA
DENMARK TECH COLL, SC
DES MOINES CC, IA
DIABLO VALLEY COLLEGE, CA
DODGE CITY CC, KS
DOUGLAS MACARTHUR ST TE C, AL
DURHAM TECHNICAL CC, NC
DUTCHESS CC, NY
DYERSBURG STATE CC, TN
EAST ARKANSAS CC, AR
EAST CENTRAL CC, MS
EAST CENTRAL COLLEGE, MO
EAST GEORGIA COLLEGE, GA
EAST LOS ANGELES COLLEGE, CA
EASTERN ARIZONA COLLEGE, AZ
EASTERN IOWA CC DIST, IA
EASTERN MAINE TECH COLL, ME
EASTERN NM U - ROSWELL, NM
EASTERN OKLA ST COLLEGE, OK
EASTERN SHORE CC, VA
EASTFIELD COLLEGE, TX
EDISON CC, FL
EDISON STATE CC, OH
EDMONDS CC, WA
EL CAMINO COLLEGE, CA
EL CENTRO COLLEGE, TX
EL PASO CC, TX
ELGIN CC, IL
ELIZABETHTOWN CC, KY
ELLSWORTH CC, IA
ENTERPRISE ST JR COLLEGE, AL
ERIE CC CITY CAMPUS, NY
ERIE CC NORTH CAMPUS, NY
ERIE CC SOUTH CAMPUS, NY
ESSEX COUNTY COLLEGE, NJ
EVERETT CC, WA
EVERGREEN VALLEY COLLEGE, CA
FAULKNER ST JR COLL, AL
FAYETTEVILLE TECH CC, NC
FERGUS FALLS CC, MN
FL CC - JACKSONVILLE, FL
FLATHEAD VALLEY CC, MT
FLORENCE DARLINGTON TECH, SC
FLOYD JUNIOR COLLEGE, GA
FOOTHILL COLLEGE, CA
FORSYTH TECH CC, NC
FORT BELKNAP COLLEGE, MT
FORT PECK CC, MT
FOX VALLEY TECH COLL, WI
FRANKLIN INST OF BOSTON, MA
FREDERICK CC, MD
FRESNO CITY COLLEGE, CA
FRONT RANGE CC, CO
FT SCOTT CC, KS
FULLERTON COLLEGE, CA
FULTON-MONTGOMERY CC, NY
GADSDEN STATE CC, AL
GAINESVILLE COLLEGE, GA
GALVESTON COLLEGE, TX
GARDEN CITY CC, KS
GARLAND CO CC, AR
GASTON COLLEGE, NC
GATEWAY CC, AZ
GATEWAY TECHNICAL COLL, WI
GAVILAN COLLEGE, CA
GENESEE CC, NY
GEO C WALLACE ST CC-DOTHN, AL
GEO C WALLACE ST CC-HANCE, AL
GEO C WALLACE ST CC-SELMA, AL
GERMANNA CC, VA
GLEN OAKS CC, MI
GLENDALE CC, AZ
GLENDALE CC, CA
GLOUCESTER CO COLL, NJ
GOGEBIC CC, MI
GOLDEN WEST COLLEGE, CA
GORDON COLLEGE, GA
GRAND RAPIDS JR COLLEGE, MI
GRAYS HARBOR COLLEGE, WA
GRAYSON CO COLLEGE, TX
GREATER HARTFORD CC, CT
GREEN RIVER CC, WA
GREENFIELD CC, MA
GREENVILLE TECH COLLEGE, SC
GRTR NEW HAVEN TECH COLL, CT
GUILFORD TECHNICAL CC, NC
GULF COAST CC, FL
GWINNETT TECH INST, GA
HAGERSTOWN JR COLLEGE, MD
HALIFAX CC, NC
HARFORD CC, MD
HARRISBURG AREA CC, PA
HARRY M AYERS ST TECH C, AL
HARTFORD ST TECH COLLEGE, CT
HARTNELL COLLEGE, CA
HASKELL INDIAN JR COLLEGE, KS
HAWKEYE INST TECHNOLOGY, IA
HAYWOOD CC, NC
HAZARD CC, KY
HEART OF GEORGIA TECH, GA
HENDERSON CC, KY
HENRY FORD CC, MI
HERKIMER CO CC, NY
HIBBING CC, MN
HIGHLAND CC, IL
HIGHLAND CC, KS
HIGHLAND PARK CC, MI
HIGHLINE CC, WA
HILL COLLEGE, TX
HILLSBOROUGH CC, FL
HINDS CC - JACKSON, MS
HINDS CC - PEARL, MS
HINDS CC - RAYMOND CAMPUS, MS
HINDS CC - UTICA, MS
HINDS CC - VICKSBURG, MS
HOBSON STATE TECH COLL, AL
HOLYOKE CC, MA
HONOLULU CC, HI
HOPKINSVILLE CC, KY
HORRY-GEORGETOWN TECH C, SC
HOUSATONIC CC, CT
HOUSTON CC, TX
HOWARD CC, MD
HOWARD CO JC DIST, TX
HUDSON CO CC, NJ
HUTCHINSON CC, KS
ILL ESTN CC FRONTIER CC, IL
ILL ESTN CC LINCOLN TRAIL, IL
ILL ESTN CC OLNEY CEN C, IL
ILL ESTN CC WABASH VLY C, IL
ILLINOIS CENTRAL COLLEGE, IL
ILLINOIS EASTERN CC DIST, IL
IMPERIAL VALLEY COLLEGE, CA
IND U OF PA-ARMSTRONG CAM, PA
IND U OF PA-PUNXSUTAWNEY, PA
INDEPENDENCE CC, KS
INDIAN HILLS CC, IA
INDIAN RIVER CC, FL
INDIAN VALLEY COLLEGE, CA
INST AMERICAN INDIAN ARTS, NM
INVER HILLS CC, MN
IOWA CENTRAL CC, IA
IOWA LAKES CC, IA
IOWA VALLEY CC, IA
IOWA WESTERN CC, IA
IRVINE VALLEY COLLEGE, CA

TOTAL RESPONDING TWO-YEAR INSTITUTIONS (Continued)

ISOTHERMAL CC, NC
ITASCA CC, MN
ITAWAMBA CC, MS
J F DRAKE ST TECH COLL, AL
J SARGEANT REYNOLDS CC, VA
JACKSON STATE CC, TN
JAMES SPRUNT CC, NC
JAMESTOWN CC - N UNION, NY
JAMESTOWN CC, NY
JEFFERSON CC, KY
JEFFERSON CC, NY
JEFFERSON COLLEGE, MO
JEFFERSON DAVIS STATE JC, AL
JEFFERSON ST JR COLLEGE, AL
JEFFERSON TECH COLLEGE, OH
JOHN A LOGAN COLLEGE, IL
JOHN C CALHOUN ST CC, AL
JOHN M PATTERSON ST TECH, AL
JOHN TYLER CC, VA
JOHN WOOD CMTY COLLEGE, IL
JOHNSON CO CC, KS
JOLIET JUNIOR COLLEGE, IL
KALAMAZOO VALLEY CC, MI
KANSAS CITY KANSAS CC, KS
KAPIOLANI CC, HI
KASKASKIA COLLEGE, IL
KAUAI CC, HI
KELLOGG CC, MI
KENNEBEC VLY VOC-TECH, ME
KENT ST ASHTABULA REG CAM, OH
KENT ST E LIVERPL REG CAM, OH
KENT ST STARK REG CAMPUS, OH
KENT ST TRUMBULL REG CAM, OH
KENT ST TSCRWS REG CAM, OH
KENT ST U GEAGA REG CAMP, OH
KENT ST U SALEM REG CAM, OH
KILGORE COLLEGE, TX
KINGS RIVER CC, CA
KIRKWOOD CC, IA
KIRTLAND CC, MI
KISHWAUKEE COLLEGE, IL
KS COLL OF TECHNOLOGY, KS
LA STATE U ALEXANDRIA, LA
LA STATE U EUNICE, LA
LABETTE CC, KS
LAKE CITY CC, FL
LAKE MICHIGAN COLLEGE, MI
LAKE TAHOE CC, CA
LAKE-SUMTER CC, FL
LAKESHORE VTAE DIST, WI
LAKEWOOD CC, MN
LAMAR CC, CO
LAMAR UNIV-PORT ARTHUR, TX
LAMAR UNIVERSITY-ORANGE, TX
LANE CC, OR
LANEY COLLEGE, CA
LANSING CC, MI
LARAMIE CO CC, WY
LAREDO JUNIOR COLLEGE, TX
LASSEN COLLEGE, CA
LAWSON STATE CC, AL
LEEWARD CC, HI
LEHIGH CO CC, PA
LENOIR CC, NC
LEWIS AND CLARK CC, IL
LEXINGTON CC, KY
LIMA TECHNICAL COLLEGE, OH
LINCOLN LAND CC, IL
LINN-BENTON CC, OR
LITTLE HOOP CC, ND
LONG BEACH CITY COLLEGE, CA
LONGVIEW CC, MO
LORAIN CO CC, OH
LORD FAIRFAX CC, VA
LOS ANG HARBOR COLLEGE, CA
LOS ANG PIERCE COLLEGE, CA
LOS ANG SOUTHWEST COLL, CA
LOS ANG TR TECH COLLEGE, CA
LOS ANG VALLEY COLLEGE, CA
LOS ANGELES CITY COLLEGE, CA
LOS ANGELES MISSION COLL, CA
LOS MEDANOS COLLEGE, CA
LOWER COLUMBIA COLLEGE, WA
LURLEEN B WALLACE ST JC, AL
LUZERNE CO CC, PA
MACOMB CC, MI
MACON TECHNICAL INST, GA
MADISONVILLE CC, KY
MANATEE CC, FL
MANCHESTER CC, CT
MAPLE WOODS CC, MO
MARIN CC DIST, CA
MARION TECHNICAL COLLEGE, OH
MASSACHUSETTS BAY CC, MA
MASSASOIT CC, MA
MATTATUCK CC, CT
MAUI CC, HI
MAYLAND CC, NC
MAYSVILLE CC, KY
MCCOOK CC, NE
MCDOWELL TECHNICAL CC, NC
MCHENRY COUNTY COLLEGE, IL
MCLENNAN CC, TX
MENDOCINO COLLEGE, CA
MERCER CO CC, NJ
MERRITT COLLEGE, CA
MESA CC, AZ
MESABI CC, MN
METROPOLITAN TECH CC AREA, NE
MIAMI U-HAMILTON, OH
MIAMI U-MIDDLETOWN, OH
MIAMI-DADE CC, FL
MID MICHIGAN CC, MI
MID PLAINS CC, NE
MIDDLE GEORGIA COLLEGE, GA
MIDDLESEX CC, CT
MIDDLESEX CC, MA
MIDDLESEX COUNTY COLLEGE, NJ
MIDLAND COLLEGE, TX
MIDLANDS TECH COLLEGE, SC
MILES CC, MT
MILWAUKEE AREA VTAE DIST, WI
MINERAL AREA COLLEGE, MO
MINNEAPOLIS CC, MN
MIRA COSTA COLLEGE, CA
MISS DELTA JUNIOR COLLEGE, MS
MISSION COLLEGE, CA
MISSISSIPPI CO CC, AR
MISSISSIPPI GULF COAST JC, MS
MOBERLY AREA JR COLL, MO
MOHAVE CC, AZ
MOHAWK VALLEY CC-ROME, NY
MOHAWK VALLEY CC, NY
MOHEGAN CC, CT
MONROE CC, NY
MONTCALM CC, MI
MONTEREY PENINSULA COLL, CA
MONTGOMERY C GRMNTWN, MD
MONTGOMERY C ROCKVILLE, MD
MONTGOMERY C TKMA PK, MD
MONTGOMERY CC, NC
MONTGOMERY CO CC, PA
MOORPARK COLLEGE, CA
MORAINE VLY CC, IL
MORGAN CC, CO
MORTON COLLEGE, IL
MOTLOW STATE CC, TN
MOTT CC, MI
MOUNT HOOD CC, OR
MOUNT SAN ANTONIO COLLEGE, CA
MOUNTAIN EMPIRE CC, VA
MOUNTAIN VIEW COLLEGE, TX
MT SAN JACINTO COLLEGE, CA
MT WACHUSETT CC, MA
MURRAY STATE COLLEGE, OK
MUSCATINE CC, IA
MUSKEGON CC, MI
MUSKINGUM AREA TECH C, OH
N COUNTRY CC - MALONE, NY
N COUNTRY CC, NY
N COUNTRY CC-ELIZABTHTOWN, NY
N COUNTRY CC-TICONDEROGA, NY
N F NUNNELLY ST TECH C, AL
N HARRIS CO COLL-EAST CAM, TX
N HARRIS CO COLL-STH CAMP, TX
N HARRIS CO COLLEGE, TX
N W ALA ST TECH COLLEGE, AL
NAPA VALLEY COLLEGE, CA
NASH CC, NC
NASHVILLE STATE TECH INST, TN
NASSAU CC, NY
NAVARRO COLLEGE, TX
ND STATE SCHOOL SCIENCE, ND
ND STATE U BOTTINEAU, ND
NEBRASKA INDIAN CC, NE
NEOSHO CO CC, KS
NEW MEXICO JUNIOR COLLEGE, NM
NEW MEXICO MILITARY INST, NM
NEW RIVER CC, VA
NH TECHNICAL INSTITUTE, NH
NH VOC-TECH C BERLIN, NH
NH VOC-TECH C CLAREMONT, NH
NH VOC-TECH C LACONIA, NH
NH VOC-TECH C MANCHESTER, NH
NH VOC-TECH C NASHUA, NH
NH VOC-TECH C STRATHAM, NH
NIAGARA CO CC, NY
NICOLET VTAE DIST, WI
NM STATE U ALAMOGORDO, NM
NM STATE U CARLSBAD, NM
NM STATE U GRANTS BRANCH, NM
NORMANDALE CC, MN
NORTH ARKANSAS CC, AR
NORTH CENTRAL MI COLLEGE, MI
NORTH CENTRAL MO COLLEGE, MO
NORTH CENTRAL TECH COLL, WI
NORTH CENTRAL TECH INST, WI
NORTH FLORIDA JR COLLEGE, FL
NORTH HENNEPIN CC, MN
NORTH IOWA AREA CC, IA
NORTH LAKE COLLEGE, TX
NORTH SEATTLE CC, WA
NORTH SHORE CC, MA
NORTHAMPTON CO AREA CC, PA
NORTHEAST CC, NE
NORTHEAST MISS JR COLLEGE, MS
NORTHEASTERN JR COLLEGE, CO
NORTHERN ESSEX CC, MA
NORTHERN NEVADA CC, NV
NORTHERN NEW MEXICO CC, NM
NORTHERN OKLAHOMA COLL, OK
NORTHERN VA CC, VA
NORTHLAND CC, MN
NORTHLAND PIONEER COLLEGE, AZ
NORTHWEST CC, WY
NORTHWEST TECH COLLEGE, OH
NORTHWESTERN MI COLLEGE, MI
NORWALK CC, CT
NORWALK ST TECH COLLEGE, CT
NTHEAST AL ST JR COLL, AL
NTHEST IA CC, IA
NTHESTN OKLA AGRL-MECH C, OK
NTHN ME VOC TECH INST, ME
NTHWEST AL STATE CC, AL
NTHWST IOWA TECH COLLEGE, IA
NTHWSTN CONNECTICUT CC, CT
OAKLAND CC-AUBURN HILLS, MI
OAKLAND CC-BLMFLD HILL, MI
OAKLAND CC-HIGHLAND LAKES, MI
OAKLAND CC-OAKPART CAMP, MI
OAKLAND CC-ORCHRD RDGE, MI
OAKLAND CC-ROYAL OAK, MI
OAKTON CC, IL
OCEAN COUNTY COLLEGE, NJ
ODESSA COLLEGE, TX
OGLALA LAKOTA COLLEGE, SD
OHIO ST U-AGRL TECH INST, OH
OHIO ST U-LIMA CAM, OH
OHIO ST U-MANSFIELD CAM, OH
OHIO ST U-MARION CAMPUS, OH
OHIO ST U-NEWARK CAM, OH
OHIO U BELMONT, OH
OHIO U CHILLICOTHE BR, OH
OHIO U IRONTON BRANCH, OH
OHIO U LANCASTER BRANCH, OH
OHIO U ZANESVILLE BRANCH, OH
OHLONE COLLEGE, CA
OKALOOSA-WALTON CC, FL
OKLA STATE U TECH BRANCH, OK
OKLAHOMA CITY CC, OK
OLYMPIC COLLEGE, WA
ONONDAGA CC, NY
ORANGE CO CC, NY
ORANGE COAST COLLEGE, CA
ORANGEBRG CLHN TECH C, SC
OTERO JUNIOR COLLEGE, CO
OWENS TECHNICAL COLLEGE, OH
OXNARD COLLEGE, CA
PA COLL OF TECHNOLOGY, PA
PA ST U ALLENTOWN CAMPUS, PA
PA ST U ALTOONA CAMPUS, PA
PA ST U BEAVER CAMPUS, PA
PA ST U BERKS CAMPUS, PA
PA ST U DELAWARE CAMPUS, PA
PA ST U DUBOIS CAMPUS, PA
PA ST U FAYETTE CAMPUS, PA
PA ST U HAZLETON CAMPUS, PA
PA ST U MCKEESPORT CAMPUS, PA
PA ST U MONT ALTO CAMPUS, PA
PA ST U NEW KENSINGTN CAM, PA
PA ST U OGONTZ CAMPUS, PA
PA ST U SHENANGO VLY CAM, PA
PA ST U WILKES-BARRE CAM, PA
PA ST U WRTHGTN SCRTN CAM, PA
PA STATE U SCHUYLKILL CAM, PA
PA STATE U YORK CAMPUS, PA
PADUCAH CC, KY
PALO ALTO COLLEGE, TX
PALO VERDE COLLEGE, CA
PAMLICO CC, NC
PANOLA COLLEGE, TX
PARIS JUNIOR COLLEGE, TX
PARKLAND COLLEGE, IL
PASADENA CITY COLLEGE, CA
PASSAIC CO CC, NJ
PATRICK HENRY CC, VA
PATRICK HENRY STATE JC, AL
PAUL D CAMP CC, VA
PEARL RIVER JR COLLEGE, MS
PENINSULA COLLEGE, WA
PENN VALLEY CC, MO
PENSACOLA JUNIOR COLLEGE, FL
PHILLIPS CO CC, AR
PHOENIX COLLEGE, AZ
PIEDMONT CC, NC
PIEDMONT TECH COLLEGE, SC
PIEDMONT VA CC, VA
PIERCE COLLEGE, WA
PIKES PEAK CC, CO
PIMA CC, AZ
PIONEER CC, MO
POLK CC, FL
PORTERVILLE COLLEGE, CA
PORTLAND CC, OR
PRAIRIE STATE COLLEGE, IL
PRATT CMTY COLLEGE, KS
PRESTONSBURG CC, KY
PRINCE GEORGES CC, MD
PUEBLO CC, CO
QUINCY JUNIOR COLLEGE, MA
QUINEBAUG VALLEY CC, CT
QUINSIGAMOND CC, MA
RAINY RIVER CC, MN
RANCHO SANTIAGO COLLEGE, CA
RANDOLPH CC, NC
RANGER JUNIOR COLLEGE, TX
RAPPAHANNOCK CC, VA
RARITAN VALLEY CC, NJ
READING AREA CC, PA
RED ROCKS CC, CO
REID STATE TECH COLL, AL
REND LAKE COLLEGE, IL
RICH MOUNTAIN CC, AR
RICHARD BLAND C WM & MARY, VA
RICHLAND COLLEGE, TX
RICHMOND CC, NC
RIO HONDO COLLEGE, CA
RIO SALADO CC, AZ
RIVERSIDE CC, CA
ROANE STATE CC, TN
ROANOKE-CHOWAN CC, NC
ROBESON CC, NC
ROCHESTER CC, MN
ROCKLAND CC, NY
ROGERS STATE COLLEGE, OK
ROWAN-CABARRUS CC, NC
ROXBURY CC, MA
S D BISHOP STATE CC, AL
SACRAMENTO CITY COLLEGE, CA
SADDLEBACK COLLEGE, CA
SAINT BERNARD PARISH CC, LA
SAINT CLAIR CC, MI
SAINT PHILIP'S COLLEGE, TX
SALEM CC, NJ
SAN ANTONIO COLLEGE, TX
SAN DIEGO CITY COLLEGE, CA
SAN DIEGO MESA COLLEGE, CA
SAN DIEGO MIRAMAR COLL, CA

TOTAL RESPONDING TWO-YEAR INSTITUTIONS (Continued)

SAN JOAQUIN DELTA COLLEGE, CA
SAN JOSE CITY COLLEGE, CA
SAN JUAN COLLEGE, NM
SANDHILLS CC, NC
SANTA BARBARA CITY COLL, CA
SANTA FE CC, FL
SANTA FE CC, NM
SANTA MONICA COLLEGE, CA
SANTA ROSA JUNIOR COLLEGE, CA
SAUK VALLEY CC, IL
SAYRE JUNIOR COLLEGE, OK
SCHENECTADY CO CC, NY
SCHOOLCRAFT COLLEGE, MI
SCOTT CC, IA
SCOTTSDALE CC, AZ
SEATTLE CC SOUTH CAMPUS, WA
SEATTLE CENTRAL CC, WA
SEMINOLE CC, FL
SEMINOLE JUNIOR COLLEGE, OK
SEWARD CO CMTY COLLEGE, KS
SHASTA COLLEGE, CA
SHAWNEE COLLEGE, IL
SHELBY STATE CC, TN
SHELTON STATE CC, AL
SHERIDAN COLLEGE, WY
SHOALS CC, AL
SHORELINE CC, WA
SIERRA COLLEGE, CA
SINCLAIR CC, OH
SKAGIT VALLEY COLLEGE, WA
SN BERNARDINO VLY COLL, CA
SNEAD STATE JR COLLEGE, AL
SNOW COLLEGE, UT
SO PUGET SOUND CC, WA
SOLANO COUNTY CC, CA
SOMERSET CC, KY
SOUTH CENTRAL CC, CT
SOUTH FLORIDA CC, FL
SOUTH GEORGIA COLLEGE, GA
SOUTH MOUNTAIN CC, AZ
SOUTH PLAINS COLLEGE, TX
SOUTH SUBURBAN COLLEGE, IL
SOUTHEAST CC, KY
SOUTHEAST CC-BEATRICE, NE
SOUTHEAST CC-LINCOLN, NE
SOUTHEAST CC-MILFORD, NE
SOUTHEASTERN CC, IA
SOUTHEASTERN CC, NC
SOUTHEASTERN ILL COLLEGE, IL
SOUTHERN ME VOC TECH INST, ME
SOUTHERN STATE CC, OH
SOUTHSIDE VA CC, VA
SOUTHWEST ST TECH COLL, AL
SOUTHWEST TEX JR COLLEGE, TX
SOUTHWEST VA CC, VA
SOUTHWESTERN CC, IA
SOUTHWESTERN CC, NC
SOUTHWESTERN COLLEGE, CA
SOUTHWESTERN MI COLLEGE, MI
SPARTANBURG TECH COLLEGE, SC
SPOKANE CC, WA
SPOKANE FALLS CC, WA
SPOON RIVER COLLEGE, IL
SPRINGFIELD TECHNICAL CC, MA
ST JOHNS RIVER CC, FL
ST LOUIS CC-FLORI VLY, MO
ST LOUIS CC-FOREST PARK, MO
ST LOUIS CC-MERAMEC, MO
ST PAUL TECH COLLEGE, MN
STANDING ROCK CC, ND
STARK TECHNICAL COLLEGE, OH
STATE CC AT E ST LOUIS, IL
STATE FAIR CC, MO
STATE TECH INST MEMPHIS, TN
STHN ARK U EL DORADO BR, AR
STHN ARK U TECH BRANCH, AR
STHN U SHREVEPORT-BOSSIER, LA
STHN UN ST JC VALLEY, AL
STHN UN ST JR C OPELIKA, AL
STHN UNION ST JR COLL, AL
STHWST WIS VOC TECH INST, WI
STHWSTN OREGON CC, OR
SUFFOLK CO CC ESTN CAMPUS, NY
SUFFOLK CO CC SELDEN CAMP, NY
SUFFOLK CO CC WSTN CAMPUS, NY
SULLIVAN CO CC, NY
SUMTER AREA TECH COLLEGE, SC
SUNY AGRL TECH C COBLESKL, NY
SUNY AGRL TECH C DELHI, NY
SUNY AGRL TECH C FARMNGDL, NY
SUNY AGRL TECH C MORRISVL, NY
SUNY COLL OF TECH, NY
SUNY COLL OF TECH-ALFRED, NY
SUSSEX CO CC COMMISSION, NJ
T STEVENS ST SCH OF TECH, PA
TACOMA CC, WA
TAFT COLLEGE, CA
TALLAHASSEE CC, FL
TARRANT CO JUNIOR COLLEGE, TX
TECH COLL-LOW COUNTRY, SC
TERRA TECHNICAL COLLEGE, OH
TEXARKANA COLLEGE, TX
THAMES VLY STATE TECH C, CT
THOMAS NELSON CC, VA
THREE RIVERS CC, MO
TIDEWATER CC, VA
TOMPKINS-CORTLAND CC, NY
TREASURE VALLEY CC, OR
TRENHOLM ST TECH COLL, AL
TRI-CITIES ST TECH INST, TN
TRI-COUNTY CMTY COLLEGE, NC
TRI-COUNTY TECH COLLEGE, SC
TRIDENT TECHNICAL COLLEGE, SC
TRINIDAD STATE JR COLLEGE, CO
TRINITY VALLEY CC, TX
TRITON COLLEGE, IL
TRUCKEE MEADOWS CC, NV
TUNXIS CC, CT
TURTLE MOUNTAIN CC, ND
TX SOUTHMOST COLLEGE, TX
TYLER JUNIOR COLLEGE, TX
U CINN CLERMONT GEN-TECH, OH
U CINN RAYMOND WALTERS C, OH
U OF AKRON WAYNE COLLEGE, OH
U OF ME-AUGUSTA, ME
U OF MISSISSIPPI - TUPELO, MS
U OF MN TECH C CROOKSTON, MN
U OF MN WASECA, MN
U OF ND LAKE REGION, ND
U OF ND WILLISTON BRANCH, ND
U OF NH AT MANCHESTER, NH
U OF NM - GALLUP BRANCH, NM
U OF PGH GREENSBURG CAMP, PA
U OF PGH TITUSVILLE CAMP, PA
U OF SC BEUFORT, SC
U OF SC LANCASTER, SC
U OF SC SALKEHATCHIE, SC
U OF SC SUMTER, SC
U OF SC UNION, SC
ULSTER CO CC, NY
UMPQUA CC, OR
UNION COUNTY COLLEGE, NJ
UTAH VALLEY CC, UT
VA HIGHLANDS CC, VA
VA WESTERN CC, VA
VALDOSTA TECHNICAL INST, GA
VALENCIA CC, FL
VANCE-GRANVL CC, NC
VENTURA COLLEGE, CA
VERMILION CC, MN
VERMONT TECHNICAL COLLEGE, VT
VERNON REG JUNIOR COLLEGE, TX
VICTOR VALLEY COLLEGE, CA
VICTORIA COLLEGE, TX
VINCENNES UNIVERSITY, IN
VISTA COLLEGE, CA
VOLUNTEER STATE CC, TN
WAKE TECH CC, NC
WALKER STATE TECH COLL, AL
WALLA WALLA CC, WA
WARREN CC COMMISSION, NJ
WASHINGTON TECH COLLEGE, OH
WASHTENAW CC, MI
WATERBURY ST TECH COLLEGE, CT
WAUBONSEE CC, IL
WAUKESHA CO TECH COLL, WI
WAYCROSS COLLEGE, GA
WAYNE CC, NC
WAYNE COUNTY CC, MI
WEATHERFORD COLLEGE, TX
WENATCHEE VALLEY COLLEGE, WA
WEST HILLS COLLEGE, CA
WEST LOS ANGELES COLLEGE, CA
WEST SHORE CC, MI
WEST VALLEY COLLEGE, CA
WESTCHESTER CC, NY
WESTERN IOWA TECH, IA
WESTERN NE CC, NE
WESTERN NEVADA CC, NV
WESTERN PIEDMONT CC, NC
WESTERN TEXAS COLLEGE, TX
WESTERN WI TECH COLL, WI
WESTMORELAND COUNTY CC, PA
WHARTON CO JR COLLEGE, TX
WHATCOM CC, WA
WI AREA VTAE DIST NO. 4, WI
WI AREA VTAE-MID-STATE, WI
WI INDIANHEAD TECH COLL, WI
WILKES CC, NC
WILLIAMSBURG TECH COLLEGE, SC
WILLMAR CC, MN
WILSON TECH CC, NC
WINDWARD CC, HI
WM RAINEY HARPER COLLEGE, IL
WOR-WIC TECH CC, MD
WORTHINGTON CC, MN
WRIGHT ST U-LAKE CAMPUS, OH
WVU - PARKERSBURG, WV
WYTHEVILLE CC, VA
YAKIMA VALLEY CC, WA
YAVAPAI COLLEGE, AZ
YORK TECHNICAL COLLEGE, SC
YUBA COLLEGE, CA

TOTAL RESPONDING FOUR-YEAR INSTITUTIONS

ADAMS STATE COLL, CO
AIR FORCE INST TECH, OH
ALABAMA A & M UNIVERSITY, AL
ALABAMA STATE UNIVERSITY, AL
ALBANY STATE COLL, GA
ALCORN STATE UNIVERSITY, MS
ANGELO STATE UNIVERSITY, TX
APPALACHIAN STATE U, NC
ARIZONA STATE UNIVERSITY, AZ
ARK ST U-MAIN CAMPUS, AR
ARKANSAS TECH UNIVERSITY, AR
ARMSTRONG STATE COLL, GA
ATHENS STATE COLL, AL
AUBURN U MAIN CAMPUS, AL
AUBURN U MONTGOMERY, AL
AUGUSTA COLL, GA
AUSTIN PEAY STATE U, TN
BLACK HILLS STATE COLL, SD
BLOOMSBURG UNIV OF PA,PA
BLUEFIELD STATE COLL, WV
BOISE STATE UNIVERSITY, ID
BOWIE STATE UNIVERSITY, MD
BOWLING GRN ST U MAIN CAM, OH
BRIDGEWATER STATE COLL, MA
CA MARITIME ACADEMY, CA
CAL POLY ST U-SN LUIS OB, CA
CAL ST COLL-STANISLAUS, CA
CAL ST U-BAKERSFIELD, CA
CAL ST U-SAN BERNARDINO, CA
CAL STATE POLY U-POMONA, CA
CAL STATE U-CHICO, CA
CAL STATE U-DOMINGUEZ HLS, CA
CAL STATE U-FRESNO, CA
CAL STATE U-FULLERTON, CA
CAL STATE U-HAYWARD, CA
CAL STATE U-LONG BEACH, CA
CAL STATE U-LOS ANGELES, CA
CAL STATE U-NORTHRIDGE, CA
CAL STATE U-SACRAMENTO, CA
CALIFORNIA U OF PA, PA
CAMERON UNIVERSITY, OK
CASTLETON STATE COLL, VT
CENTRAL CONNECTICUT ST U, CT
CENTRAL MICHIGAN U, MI
CENTRAL MISSOURI STATE U, MO
CENTRAL STATE UNIVERSITY, OK
CENTRAL WASH UNIVERSITY, WA
CHADRON STATE COLL, NE
CHARTER OAK COLL, CT
CHEYNEY U OF PA, PA
CHICAGO STATE UNIVERSITY, IL
CHRIST NEWPORT COLL, VA
CITADEL MILITARY C OF SC, SC
CLARION U-PA MAIN CAMPUS, PA
CLAYTON STATE COLL, GA
CLEMSON UNIVERSITY, SC
CLEVELAND STATE U, OH
COLL OF CHARLESTON, SC
COLL OF WILLIAM AND MARY, VA
COLO SCHOOL OF MINES, CO
COLO STATE UNIV, CO
COLUMBUS COLL, GA
CONSORTIUM CAL STATE U, CA
COPPIN STATE COLL, MD
CORNELL U STATUTORY COLL, NY
CORPUS CHRISTI STATE U, TX
CUNY BRNRD BRCH COLL, NY
CUNY BROOKLYN COLL, NY
CUNY C OF STATEN ISLAND, NY
CUNY CITY COLL, NY
CUNY GRAD SCH & U CENTER, NY
CUNY HUNTER COLL, NY
CUNY JOHN JAY C CRIM JUST, NY
CUNY LEHMAN COLL, NY
CUNY MEDGAR EVERS COLL, NY
CUNY QUEENS COLL, NY
CUNY SCH LAW AT QUNS, NY
CUNY YORK COLL, NY
DAKOTA STATE COLL, SD
DEFENSE INTELLIGENCE COLL, DC
DELAWARE STATE COLL, DE
DELTA STATE UNIVERSITY, MS
EAST CAROLINA UNIVERSITY, NC
EAST CENTRAL UNIVERSITY, OK
EAST STROUDSBG U OF PA, PA
EAST TENN STATE U, TN
EAST TEXAS ST U TEXARKANA, TX
EAST TEXAS ST UNIVERSITY, TX
EASTERN CONNECTICUT ST U, CT
EASTERN ILL UNIVERSITY, IL
EASTERN KY UNIVERSITY, KY
EASTERN MICHIGAN U, MI
EASTERN MONTANA COLL, MT
EASTERN NM U - CLOVIS, NM
EASTERN NM U - PORTALES, NM
EASTERN OR STATE COLL, OR
EASTERN WASH UNIVERSITY, WA
EDINBORO UNIV OF PA, PA
ELIZABETH CITY STATE U, NC
EMPORIA STATE UNIVERSITY, KS
EVERGREEN STATE COLL, WA
FASHION INST OF TECH, NY
FAYETTEVILLE STATE U, NC
FERRIS STATE UNIVERSITY, MI
FITCHBURG STATE COLL, MA
FL AGRI & MECH U, FL
FL ATLANTIC UNIVERSITY, FL
FLORIDA INTERNATIONAL U, FL
FLORIDA STATE UNIVERSITY, FL
FORT HAYS STATE U, KS
FORT LEWIS COLL, CO
FORT VALLEY STATE COLL, GA
FRAMINGHAM STATE COLL, MA
FRANCIS MARION COLL, SC
FROSTBURG STATE U, MD
GA INST OF TECH-MAIN CAM, GA
GEORGE MASON UNIVERSITY, VA
GEORGIA COLL, GA
GEORGIA SOUTHERN COLL, GA
GLASSBORO STATE COLL, NJ
GOVERNORS ST UNIVERSITY, IL
GRAMBLING STATE UNIV, LA
GRAND VALLEY STATE U, MI
HARRIS-STOWE STATE COLL, MO
HUMBOLDT STATE UNIV, CA
IDAHO STATE UNIVERSITY, ID
ILLINOIS STATE UNIVERSITY, IL
IN U-PURDUE U-FORT WAYNE, IN
IN U-PURDUE U-INDIANAPOLS, IN
INDIANA STATE UNIVERSITY, IN
INDIANA U BLOOMINGTON, IN
INDIANA U EAST, IN
INDIANA U KOKOMO, IN
INDIANA U NORTHWEST, IN
INDIANA U OF PENNSYLVANIA, PA
INDIANA U SOUTH BEND, IN
INDIANA U SOUTHEAST, IN
IOWA STATE UNIVERSITY, IA
JACKSON STATE UNIVERSITY, MS
JACKSONVILLE ST UNIV, AL
JERSEY CITY STATE COLL, NJ
JOHNSON STATE COLL, VT
KANSAS ST U AGR & APP SCI, KS
KEAN COLL OF NJ, NJ
KEARNEY STATE COLL, NE
KENNESAW STATE COLL, GA
KENT STATE U MAIN CAMPUS, OH
KENTUCKY STATE UNIVERSITY, KY
KUTZTOWN U OF PA, PA
LA ST U MED CENTER, LA
LA STATE U AND A&M COLL, LA
LA STATE U SHREVEPORT, LA
LAKE SUPERIOR STATE U, MI
LAMAR UNIVERSITY, TX
LANDER COLL, SC
LANGSTON UNIVERSITY, OK
LAREDO STATE UNIVERSITY, TX
LEWIS-CLARK ST COLL, ID
LINCOLN UNIVERSITY, PA
LOCK HAVEN U OF PA, PA
LONGWOOD COLL, VA
LOUISIANA TECH UNIVERSITY, LA
LYNDON STATE COLL, VT
MA COLL OF ART, MA
MAINE MARITIME ACADEMY, ME
MANSFIELD UNIV OF PA, PA
MARSHALL UNIVERSITY, WV
MARY WASHINGTON COLL, VA
MASS MARITIME ACADEMY, MA
MAYVILLE STATE UNIVERSITY, ND
MEDICAL COLL OF GA, GA
MEDICAL UNIVERSITY OF SC, SC
MEDL COLL OHIO-TOLEDO, OH
MEMPHIS STATE UNIVERSITY, TN
MESA COLL, CO
METROPOLITAN ST COLL, CO
MI TECHNOLOGICAL U, MI
MIAMI U-OXFORD CAMPUS, OH
MICHIGAN STATE UNIVERSITY, MI
MIDDLE TENN STATE U, TN
MIDWESTERN STATE U, TX
MILLERSVILLE U OF PA, PA
MINOT STATE UNIVERSITY, ND
MISSISSIPPE U WOMEN, MS
MISSISSIPPI ST UNIVERSITY, MS
MISSOURI STHN ST COLL, MO
MISSOURI WSTN ST COLL, MO
MONTANA C MINRL SCI-TECH, MT
MONTANA STATE UNIVERSITY, MT
MONTCLAIR STATE COLL, NJ
MOREHEAD STATE UNIV, KY
MORGAN STATE UNIVERSITY, MD
MURRAY STATE UNIVERSITY, KY
NAVAL POSTGRAD SCH, CA
NC AGRL & TECH STATE U, NC
NC CENTRAL UNIVERSITY, NC
NC SCHOOL OF THE ARTS, NC
NC STATE U RALEIGH, NC
ND STATE U MAIN CAMPUS, ND
NE COLL OF TECH AGR, NE
NICHOLLS STATE U, LA
NJ INSTITUTE TECHNOLOGY, NJ
NM INST OF MINING & TECH, NM
NM STATE U DONA ANA BR, NM
NM STATE U MAIN CAMPUS, NM
NORTH ADAMS STATE COLL, MA
NORTH GEORGIA COLL, GA
NORTHEAST LOUISIANA U, LA
NORTHEASTERN STATE U, OK
NORTHERN ARIZONA UNIV, AZ
NORTHERN ILL U, IL
NORTHERN MI U, MI
NORTHERN MONTANA COLL, MT
NORTHERN STATE U, SD
NTHEST MO ST UNIVERSITY, MO
NTHESTN ILL U, IL
NTHESTN OHIO U COLL MED, OH
NTHWST MO ST UNIVERSITY, MO
NTHWSTN OKLA STATE U, OK
NTHWSTN ST U OF LA, LA
NY ST C CERAMICS ALFRED U, NY
NYS COLL OF AGRICULTURE, NY
NYS COLL OF HMN ECO, NY
NYS COLL OF VETRNARY MED, NY
NYS SCHOOL INDUSTRIAL LAB, NY
OAKLAND UNIVERSITY, MI
OHIO STATE U MAIN CAMPUS, OH
OHIO U MAIN CAMPUS, OH
OK COLL OSTEO MED OF OSU, OK
OKLA STATE U MAIN CAMPUS, OK
OLD DOMINION UNIVERSITY, VA
OREGON INST OF TECH, OR
OREGON STATE UNIVERSITY, OR
PA ST U BEHREND COLL, PA
PA ST U CAPITOL CAMPUS, PA
PA ST U GREAT VALLEY, PA
PA ST U MAIN CAMPUS, PA
PA ST U MILT HERS MED CTR, PA
PANHANDLE STATE U, OK
PEMBROKE STATE UNIV, NC
PERU STATE COLL, NE
PITTSBURG STATE U, KS
PLYMOUTH STATE COLL, NH
PORTLAND STATE UNIV, OR
PRAIRIE VIEW A&M UNIV, TX
PURDUE U CALUMET CAMPUS, IN
PURDUE U MAIN CAMPUS, IN
PURDUE U N CEN CAMP, IN
RADFORD UNIVERSITY, VA
RAMAPO COL OF NEW JERSEY, NJ
RHODE ISLAND COLL, RI
SAGINAW VALLEY STATE U, MI
SALEM STATE COLL, MA
SAM HOUSTON ST UNIVERSITY, TX
SAN DIEGO STATE U, CA
SAN FRANCISCO STATE U, CA
SAN JOSE STATE U, CA
SANGAMON STATE U, IL
SAVANNAH STATE COLL, GA
SC STATE COLL, SC
SCH LIFELONG LEARNING, NH
SD SCH MINES & TECH, SD
SD STATE UNIVERSITY, SD
SHAWNEE ST UNIVERSITY, OH
SHEPHERD COLL, WV
SHIPPENSBURG U OF PA, PA
SLIPPERY ROCK U OF PA, PA
SONOMA STATE UNIVERSITY, CA
SOUTHEASTERN MA U, MA
ST MARYS COLL OF MD, MD
STEPHEN F AUSTIN STATE U, TX
STHEST MO ST UNIVERSITY, MO
STHESTN LA UNIVERSITY, LA
STHESTN OKLA STATE U, OK
STHN ARK U MAIN CAMPUS, AR
STHN COLL OF TECH, GA
STHN CONNECTICUT STATE U, CT
STHN IL U - CARBONDALE, IL
STHN IL U - EDWARDSVILLE, IL
STHN U A&M C BATON ROUGE, LA
STHN U AT NEW ORLEANS, LA
STHWSTN OKLA STATE U, OK
STOCKTON STATE COLL, NJ
SUL ROSS STATE UNIVERSITY, TX
SUNY AT ALBANY, NY
SUNY AT BINGHAMTON, NY
SUNY AT BUFFALO MAIN CAM, NY
SUNY AT STONY BK MAIN CAM, NY
SUNY C ENVRNMTL SCI-FORS, NY
SUNY C OF TECH UTICA-ROME, NY
SUNY COLL AT BROCKPORT, NY
SUNY COLL AT BUFFALO, NY
SUNY COLL AT CORTLAND, NY
SUNY COLL AT FREDONIA, NY
SUNY COLL AT GENESEO, NY
SUNY COLL AT NEW PALTZ, NY
SUNY COLL AT ONEONTA, NY
SUNY COLL AT OSWEGO, NY
SUNY COLL AT POTSDAM, NY
SUNY COLL AT PURCHASE, NY
SUNY COLL OF OPTOMETRY, NY
SUNY COLL OLD WESTBURY, NY
SUNY COLL PLATTSBURGH, NY
SUNY EMPIRE STATE COLL, NY
SUNY HEALTH SCI CTR BFLO, NY
SUNY HL SCI CTR-BROOKLYN, NY
SUNY HL SCI CTR-SYRACUSE, NY
SUNY HLTH SCI CTR STNY BK, NY
SUNY MARITIME COLL, NY
TARLETON STATE UNIVERSITY, TX
TEMPLE UNIVERSITY, PA
TENNESSEE ST UNIVERSITY, TN
TENNESSEE TECH U, TN
TEXAS A&I UNIVERSITY, TX
TEXAS A&M U AT GALVESTON, TX
TEXAS A&M U-MAIN CAMPUS, TX
TEXAS COLL OSTEO MED, TX
TEXAS SOUTHERN UNIV, TX
TEXAS TECH UNIVERSITY, TX
THOMAS A EDISON ST COLL, NJ
TOWSON STATE UNIVERSITY, MD
TRENTON STATE COLL, NJ
TROY ST U - DOTHAN, AL
TROY ST U - FL REGION, FL
TROY ST U - MAIN CAMPUS, AL
TROY ST U - MONTGOMERY, AL
TROY ST U - PHENIX CITY, AL
TX TECH U HLTH SCI CTR, TX
U OF AKRON MAIN CAMPUS, OH
U OF AL - HUNTSVILLE, AL
U OF AL - BIRMINGHAM, AL
U OF AR LITTLE ROCK, AR
U OF AR MAIN CAMPUS, AR
U OF AR MEDL SCI CAMPUS, AR
U OF AR MONTICELLO, AR
U OF AR PINE BLUFF, AR
U OF BALTIMORE, MD
U OF CAL-BERKELEY, CA
U OF CAL-DAVIS, CA
U OF CAL-HASTINGS C LAW, CA
U OF CAL-IRVINE, CA
U OF CAL-LOS ANGELES, CA
U OF CAL-RIVERSIDE, CA
U OF CAL-SAN DIEGO, CA

TOTAL RESPONDING FOUR-YEAR INSTITUTIONS (Continued)

U OF CAL-SAN FRANCISCO, CA
U OF CAL-SANTA BARBARA, CA
U OF CAL-SANTA CRUZ, CA
U OF CENTRAL FLORIDA, FL
U OF CINN MAIN CAMPUS, OH
U OF CO BOULDER, CO
U OF CO COLORADO SPRING, CO
U OF CO DENVER, CO
U OF CO HLTH SCI CENTER, CO
U OF CONNECTICUT HLTH CTR, CT
U OF CONNECTICUT, CT
U OF FLORIDA, FL
U OF HOUSTON CLEAR LAKE, TX
U OF HOUSTON DOWNTOWN, TX
U OF HOUSTON UNIV PARK, TX
U OF HOUSTON VICTORIA, TX
U OF ILL AT CHICAGO, IL
U OF ILL URBANA CAMPUS, IL
U OF KANSAS MAIN CAMPUS, KS
U OF KANSAS MED CENTER, KS
U OF MA AT AMHERST, MA
U OF MA AT BOSTON, MA
U OF MA MED SCH WORC, MA
U OF MAINE-ORONO, ME
U OF MD BALT PROF SCHLS, MD
U OF MD BALT CO CAMP, MD
U OF MD COLL PARK CAMP, MD
U OF MD EASTERN SHORE, MD
U OF MD UNIVERSITY COLL, MD
U OF ME-FARMINGTON, ME
U OF ME-FORT KENT, ME
U OF ME-MACHIAS, ME
U OF ME-PRESQUE ISLE, ME
U OF MI-ANN ARBOR, MI
U OF MI-DEARBORN, MI
U OF MI-FLINT, MI
U OF MINNESOTA DULUTH, MN
U OF MINNESOTA MORRIS, MN
U OF MISSISSIPPI MAIN CAM, MS
U OF MISSOURI-COLUMBIA, MO
U OF MISSOURI-KANSAS CITY, MO
U OF MISSOURI-ROLLA, MO
U OF MISSOURI-ST LOUIS, MO
U OF MN TWIN CITIES, MN
U OF MONTANA, MT
U OF MS MEDICAL CENTER, MS
U OF NC AT ASHVILLE, NC
U OF NC AT CHAPEL HILL, NC
U OF NC AT CHARLOTTE, NC
U OF NC AT GREENSBORO, NC
U OF NC AT WILMINGTON, NC
U OF ND MAIN CAMPUS, ND
U OF NEBRASKA MED CENTER, NE
U OF NEBRASKA OMAHA, NE
U OF NEBRASKA-LINCOLN, NE
U OF NEW HAMPSHIRE, NH
U OF NH KEENE STATE COLL, NH
U OF NM - LOS ALAMOS, NM
U OF NM - MAIN CAMPUS, NM
U OF NM - VALENICA CAMPUS, NM
U OF NORTHERN COLORADO, CO
U OF NORTHERN IOWA, IA
U OF NV AT LAS VEGAS, NV
U OF NV AT RENO, NV
U OF OK HEALTH SCI CTR, OK
U OF OK SCIENCE AND ARTS, OK
U OF OKLA NORMAN CAMP, OK
U OF OREGON, OR
U OF PGH BRADFORD CAMPUS, PA
U OF PGH JHNSTWN CAMP, PA
U OF PGH MAIN CAMPUS, PA
U OF RHODE ISLAND, RI
U OF S AL - BALDWIN, AL
U OF SC AIKEN, SC
U OF SC COASTAL CAROLINA, SC
U OF SC COLUMBIA, SC
U OF SC SPARTANBURG, SC
U OF SOUTH ALABAMA, AL
U OF SOUTH DAKOTA, SD
U OF SOUTHERN COLORADO, CO
U OF SOUTHERN ISSISSIPPI, MS
U OF SOUTHERN MAINE, ME
U OF STHWSTN LOUISIANA, LA
U OF TN CHATTANOOGA, TN
U OF TN KNOXVILLE, TN
U OF TN MARTIN, TN
U OF TN MEMPHIS, TN
U OF TX AT ARLINGTON, TX
U OF TX AT AUSTIN, TX
U OF TX AT DALLAS, TX
U OF TX AT EL PASO, TX
U OF TX AT PERMIAN BASIN, TX
U OF TX AT TYLER, TX
U OF TX HLTH SCI CTR, TX
U OF TX HLTH SCI SN AN, TX
U OF TX MED BR GALVESTON, TX
U OF TX SAN ANTONIO, TX
U OF VA CLINCH VALLEY, VA
U OF VIRGINIA MAIN CAMPUS, VA
U OF WASHINGTON, WA
U OF WI MADISON, WI
U OF WI MILWAUKEE, WI
U OF WYOMING, WY
U ST NY REGTS COL DEG, NY
U TX HLTH SCI CTR DALLAS, TX
UNIFORMED SVCE U HLTH SCI, MD
UNIV OF ALABAMA, AL
UNIV OF DIST OF COLUMBIA, DC
UNIV OF HAWAII AT HILO, HI
UNIV OF HAWAII AT MANOA, HI
UNIV OF NORTH FLORIDA, FL
UNIV OF NORTH TEXAS, TX
UNIV OF SOUTH FLORIDA, FL
UNIV OF WEST FLORIDA, FL
UNIVERSITY OF ARIZONA, AZ
UNIVERSITY OF DELAWARE, DE
UNIVERSITY OF GEORGIA, GA
UNIVERSITY OF IDAHO, ID
UNIVERSITY OF IOWA, IA
UNIVERSITY OF KENTUCKY, KY
UNIVERSITY OF LOUISVILLE, KY
UNIVERSITY OF LOWELL, MA
UNIVERSITY OF MONTEVALLO, AL
UNIVERSITY OF NEW ORLEANS, LA
US AIR FORCE ACADEMY, CO
US ARMY CMND-GEN STAFF C, KS
US COAST GUARD ACADEMY, CT
US MILITARY ACADEMY, NY
US NAVAL ACADEMY, MD
UTAH STATE UNIVERSITY, UT
VALDOSTA STATE COLL, GA
VALLEY CITY STATE U, ND
VINCENNES U - JASPER, IN
VIRGINIA COMMONWEALTH U, VA
WASHBURN UNIV OF TOPEKA, KS
WASHINGTON STATE U, WA
WAYNE STATE COLL, NE
WAYNE STATE UNIVERSITY, MI
WEBER STATE COLL, UT
WEST CHESTER U OF PA, PA
WEST GEORGIA COLL, GA
WEST LIBERTY STATE COLL, WV
WEST OAHU COLL, HI
WEST TEXAS STATE U, TX
WEST VA INST TECHNOLOGY, WV
WEST VIRGINIA UNIVERSITY, WV
WESTERN CAROLINA U, NC
WESTERN ILL UNIVERSITY, IL
WESTERN KY UNIVERSITY, KY
WESTERN MI UNIVERSITY, MI
WESTERN MONTANA COLL, MT
WESTERN ST COLL COLO, CO
WESTERN WASH UNIVERSITY, WA
WESTFIELD STATE COLL, MA
WICHITA STATE UNIVERSITY, KS
WILLIAM PATERSON COLL, NJ
WINSTON-SALEM STATE U, NC
WINTHROP COLL, SC
WORCESTER STATE COLL, MA
WRIGHT ST U MAIN CAMPUS, OH
WSTN CONNECTICUT STATE U, CT
WSTN OREGON ST COLL, OR
WV SCH OSTEOPATHIC MED, WV
YOUNGSTOWN ST UNIV, OH

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